



# भारत का राजपत्र The Gazette of India

प्रसाधारण

EXTRAORDINARY

भाग I—खण्ड 1

PART I—Section 1

प्राधिकार से प्रकाशित

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इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके ।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

## MINISTRY OF FINANCE (Department of Expenditure)

### RESOLUTION

New Delhi, the 1st November 1973

No. 70(34)/73-Imp. Cell.—The Third Central Pay Commission was set up by the Government of India by Resolution No. F. 7(25)-E.III(A)/69, dated 23rd April, 1970 as amended by Resolution No. F. 7(25)-E.III(A)/69, dated 4th June, 1970. The Commission submitted its Report on 31-3-1973. Government have given careful consideration to the recommendations of the Commission relating to pay scales, allowances, retirement benefits etc., in respect of civilian employees of the Central Government in Classes II, III and IV, and have decided that the recommendations of the Commission on the matters aforementioned in respect of these categories of Central Government employees shall be accepted broadly subject to the improvements mentioned below:—

- (1) The minimum remuneration for a wholetime Central Government civilian employee at the start of his career shall be raised from Rs. 185 per month recommended by the Commission to Rs. 196 per month and the five Class IV scales shall be restructured as follows:—

Recommended by the Commission Rs.	As modified by Government Rs.
185-2-193-3-205-EB-3-220	196-3-220-EB-3-232
190-3-208-4-220-EB-4-232	200-3-212-4-232-EB-4-240
190-3-208-4-220-EB-4-240	200-3-206-4-234-EB-4-250
200-3-212-4-240-EB-5-280	210-4-250-EB-5-270
200-3-212-EB-4-240-EB-5-280	210-4-226-EB-4-250-EB-5-290.

- (2) The minimum benefit calculated at 5 per cent of the existing pay according to the pay fixation formula recommended by the Commission shall be raised from Rs. 10 to Rs. 15, and necessary action shall be taken for removal of bunching of pay wherever it extends beyond five consecutive stages in any particular pay scale.
- (3) 100 per cent neutralisation shall be given in dearness allowance upto the revised pay level of Rs. 300 and 75 per cent for revised pay levels from Rs. 301 to Rs. 900 on every increase of 8 points in the 12-monthly average of the All India Working Class Consumer Price Index (1980=100).
- (4) The Commission's recommendations relating to pay and retirement benefits shall be made effective from 1-1-1973 instead of 1-3-1973 as recommended by the Commission.
- (5) Employees will not be asked to produce rent receipts for payment of House Rent Allowance upto the revised pay level of Rs. 750.
- (6) The present quantum of the benefit in respect of a compensatory allowance which any of the existing employees may be receiving at present shall, other things remaining the same, be protected, where on account of the Commission's recommendations this quantum gets modified adversely for such employees, by grant of personal allowance to the extent of the loss.
- (7) Employees whose children are studying in the last three years of the High School/Higher Secondary stage shall be allowed to draw Children's Educational Allowance in relaxation of the condition in this regard laid down by the Commission.
- (8) The system of grant of overtime allowance in non-industrial establishments shall continue, but the conditions under which this allowance may be granted shall be tightened. Decisions on the Commission's recommendations relating to overtime work in the industrial establishments of the Government shall be taken later after the matter has been considered further by the employing Ministries.
- (9) There shall be no change in the existing hours of work either in the administrative offices or in the industrial or operational establishments of the Government.

2. The decisions taken by the Government accordingly on the various recommendations of the Commission in respect of Civilian employees of the Central Government belonging to Classes II, III and IV are indicated in the statement annexed to this Resolution. The recommendations made by the Commission which are not included in the Annexure are being examined by Government and decisions thereon will be taken as early as possible.

3. The Government of India wish to express their deep appreciation of the work done by the Commission in dealing with the various complicated issues relating to the emoluments and conditions of service of Central Government employees and presenting a valuable Report.

## ANNEXURE

*Statement showing the recommendations of the Third Pay Commission relating to employees in Classes II, III and IV, and Government's decisions thereon (References to Chapters and paragraphs in this Statement are to the Commission's Report).*

### Recommendations of the Pay Commission

### Decisions of Government

**Pay:**

1. The minimum remuneration for a wholetime Central Government employee at the start of his career should be fixed at Rs. 185 per mensem at the 12-monthly Index average of 200 (1960=100) for the period ending 31st October, 1972.
2. The Commission has recommended the following scales of pay employees in Class IV:—

## Rs.

1. 185-2-193-3-205-EB-3-220
2. 190-3-208-4-220-EB-4-232
3. 190-3-208-4-220-EB-4-240
4. 200-3-212-4-240-EB-5-260
5. 200-3-212-EB-4-240-EB-5-280

3. The special pay for certain categories of unskilled Class IV staff whose work is exceptionally heavy or involves special risks, health hazards or employment under unpleasant or uncongenial occupations should be raised from Rs. 3 to Rs. 10 per mensem.  
(Vide Chapter 6—paragraphs 53 and 54)

4. Scales of pay and special pay for various Services and posts in Classes II, III and IV as recommended in Chapters 9, 10, 13 to 20.

5. In future, an increment should be granted from the first of the month in which it falls due.  
(Vide Chapter 8, paragraph 22)

6. Since Government have agreed to set up expert bodies for reviewing the existing categorisation of workshop staff in all major employing Ministries except Railways and also have agreed to set up an inter-departmental co-ordination Machinery for ensuring a reasonable measure of uniformity of standards, while the initial allotment of revised scales to the workshop staff should be on the basis of correspondence, suggested

The minimum remuneration for a wholetime Central Government Civilian employee at the start of his career should be Rs. 196 per mensem at the 12-monthly Index average of 200 (1960=100) for the period ending 31st October, 1972.

The five class IV scales recommended by the Commission shall be modified as follows:—

## Rs.

1. 196-3-220-EB-3-232
2. 200-3-212-4-232-EB-4-240
3. 200-3-208-4-234-EB-4-250
4. 210-4-250-EB-5-270
5. 210-4-226-EB-4-250-EB-5-290

Accepted.

Pay scales recommended in Chapter 9, 10, 13 to 20, the maximum of which does not exceed Rs. 1200, accepted, subject to the modifications in Class IV scales mentioned at item 2.

Accepted.

Accepted.

Recommendations of the  
Pay CommissionDecisions  
of Government

by the Commission eventually the fitting of categories into the proposed new scales should be made on the basis of the recommendations of these expert bodies. (Vide Chapter 19—paragraphs 18 and 19).

7. Employees drawing pay up to and including Rs. 900 p.m. in the existing scales should have their pay fixed in the proposed scales after adding to their existing emoluments an amount representing 5% of the existing pay (whether substantive, officiating or acting) subject to a minimum of Rs. 10 and a maximum of Rs. 50 and subject to the various other conditions stipulated in Section II of Chapter 67 for the fixation of pay in the proposed scales.

8. In cases of fixation of pay on promotion under F. R. 22-C, where an employee is drawing pay at the maximum of the lower scale, he should be allowed a notional increment above the maximum of the lower scale (equivalent to the amount of the last increment in the scale) and the pay be then fixed at the next above stage in the higher scale.

(Vide Chapter 8—paragraph 25)

9. Criteria for providing selection grades in Class IV and III cadres should be as specified in Chapter 8, paragraph 53.
10. In some departments six advance increments are being given to engineering graduates who are recruited to posts for which the minimum prescribed qualifications are only an engineering diploma. It is not a healthy arrangement to have a large percentage of graduate engineers in cadres for which

Accepted with the following modifications:—

- (i) The minimum benefit calculated at 5% of the existing pay should be raised from Rs. 10 to Rs. 15.
- (ii) Where the pay of employees drawing pay at more than five stages in an existing scale is fixed at a stage in the revised pay scale which is the same as for employees drawing pay in the just preceding consecutive 5 stages of the existing scale, the pay of such of those employees who were drawing pay from the sixth upto the tenth or lower stage in the existing scale upto which the bunching extends shall be stepped up by grant of one increment in the revised scale; and additional increment being given similarly if such bunching extends beyond the 10th stage upto the 15th stage and so on if such bunching continues thereafter also.

Accepted.

Accepted in principle.

Accepted.

Recommendations of the  
Pay Commission

Decisions  
of Government

a diploma in engineering is all that is considered necessary. This practice is not only an unnecessary burden on the exchequer but also involves under-utilisation of engineering graduates and raising expectations in them which cannot be satisfied. This concession should, therefore, be withdrawn.

(Vide Chapter 14, para 70).

11. Dearness Allowance should be treated as a compensation to the wage earners and salaried employees against rise in prices over the index level of 200 (1960=100) to which the pay structure devised by the Commission is related.

(Vide Chapter 55, para 5).

12. Dearness Allowance should be paid to Central Government employees at the following rates when the 12-monthly average of the All India Working Class Consumer Price Index Number for Industrial Workers (General) (1960=100) goes up by 8 points:—

Pay range	Amount of D. A. admissible for an increase of 8 points in the 12-monthly average of the index (1960=100)
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Upto Rs. 300	3.5 per cent of pay subject to a minimum of Rs. 7 and a maximum of Rs. 10 p.m.
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Above Rs. 300	2.5 per cent of pay subject to a minimum of Rs. 10 p.m. and a maximum of Rs. 20 p.m.
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Accepted.

Accepted with the modification that the rates for grant of dearness allowance shall be as follows

Pay range	Amount of dearness allowance admissible for an increase of 8 points in the 12-monthly average of the index (1960=100)
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Upto Rs. 300	4 per cent of pay.
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Above Rs. 300	3 per cent of pay subject to a minimum of Rs. 12 p.m. and a maximum of Rs. 20 p.m.
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While the employees drawing revised pay up to Rs. 900 p.m. should be given D. A. when the 12-monthly average of the index rises by 8 points, employees drawing revised pay up to Rs. 1200 p.m. should be brought within the purview of the D. A. scheme when the index average rises by 16 points.

(Vide Chapter 55, paras 6, 7, 8, 14 and 15)

Recommendations of the  
Pay CommissionDecisions  
of Government

13. The payments on account of dearness allowance should be rounded off to the nearest 10 paise.

Accepted.

(Vide Chapter 55, para 19)

**Compensatory Allowances**

14. Compensatory (City) Allowance should be made admissible to employees whose place of work falls anywhere within the 'urban agglomeration' of a city or town as adopted for the population census of 1971. An urban agglomeration should also be treated as one unit of population for the purpose of determining the class to which the city belongs.

Accepted.

(Vide Chapter 56, para 12).

15. Compensatory (City) Allowance should be allowed at the following rates:

## Class of city/town Rates of C.C.A.

'A' Class	Below Rs. 250	6½% of pay subject to a minimum of Rs. 12 p.m.
	Rs. 250 & above	6% of pay subject to a maximum of Rs. 75 p.m.
'B-1' Class	Below Rs. 330	5% of pay.
	Rs. 330 & above	4.5% of pay subject to a maximum of Rs. 50 p.m.
'B-2' Class	Below Rs. 750	3.5% of pay subject to a maximum of Rs. 10 p.m.
	Rs. 750 & above	Amount by which pay falls short of Rs. 759

'C' Class No allowance.

(Vide Chapter 56, para 13).

Accepted provided that where the application of revised rates results in a loss to an existing employee, the existing amount of allowance drawn by him would be protected by treating the difference between the allowance admissible at present and the allowance admissible at the revised rates as a personal allowance. The protection will continue till the employee while working at the same station becomes entitled to a higher amount of Compensatory (City) Allowance as per the revised rates either on promotion or otherwise.

16. A city or a town which for reasons of comparative isolation or by virtue of being a place of pilgrimage with a large floating popu-

Accepted in principle.

Recommendations of the  
Pay CommissionDecisions  
of Government

lation or state capital, etc., may be abnormally expensive but does not qualify for grant of C.C.A. on the basis of population, should be given special consideration on merits.

(Vide Chapter 56, para 14).

17. The rates of house rent allowance should be as follows:—

Accepted.

Class of city/town	Rates of H.R.A.
(i) A, B-1 & B-2	15% of pay
(ii) 'C'	7½% of pay

[Vide Chapter 56, para 29(ii)]

18. The concept of "urban agglomeration" recommended for the grant of Compensatory (City) Allowance should not be applied for the grant of House Rent Allowance.

Accepted. The existing criteria relating to territorial limits for grant of House Rent Allowance should continue to apply.

(Vide Chapter 56, para 30).

19. (a) Production and verification of rent receipts should be made compulsory in all cases.

(a) Accepted provided that the employees including fresh entrants drawing pay up to Rs. 750 p.m. in the revised scales of pay shall not be required to produce rent receipts for verification.

(b) However, the employees who are at present drawing house rent allowance without production of rent receipts should be allowed this facility so long as they claim the same amount of house rent allowance as they are receiving at present. This concession should apply to fresh entrants also.

(b) Accepted subject to existing rules regarding exemption from production of rent receipts except in the case of fresh entrants to whom the decision at (a) will apply.

[Vide Chapter 56, para 29(iv)].

20. The percentage of pay charged on account of house rent for Government accommodation will remain unchanged. The pay limit upto which rent is recoverable at 7½ per cent. should be raised from Rs. 220 to Rs. 300 in the revised pay structure.

Accepted.

(Vide Chapter 56, para 44).

21. The height of the hill station alone should be the criterion for grant of hill compensatory allowance.

Accepted provided that where the application of revised rates results in a loss to an existing employee, the

Recommendations of the  
Pay CommissionDecisions  
of Government

The hill compensatory allowance should be paid to all employees drawing pay upto Rs. 1200 at the following rates:—

Station	Pay p.m.	Rates of H.C.A.
	Rs.	
(i) At stations situated at a height of 1500 metres or more	Below 250	6½% of pay subject to a minimum of Rs. 12 p.m.
	250 & above	6% of pay subject to a maximum of Rs. 75 p.m.
(ii) At hill stations situated at a height of 1000 metres or more but below 1500 metres.	Below 330	5% of pay.
	330 & above	4.5% of pay subject to a maximum of Rs. 50/-.

(Vide Chapter 56, paras 56 & 57)

22. Winter allowance should be paid at the following rates to all employees getting a pay up to Rs. 1200 per month:—

Station	Pay p.m.	Rate of Win- ter Allowance
	Rs.	
(i) Hill stations situated at a height of 1000 metres or more but below 1500 metres.	Below 330	5% of pay subject to a minimum of Rs. 10/- p.m.
	330 and above and upto 1200	4.5% of pay subject to a maximum of Rs. 25 p.m.
(ii) Hill stations situated at a height of 1500 metres or more.	Below 250	6½% of pay subject to a minimum of Rs. 15/-p.m.
	250 and above and upto 1200	6% of pay subject to a maximum of Rs. 40/- p.m.

(Vide Chapter 56—para 58)

existing amount of allowance drawn by him would be protected by treating the difference between it and the allowance admissible at the revised rates as a personal allowance. The protection will continue till the employee while working at the same station becomes entitled to a higher amount of hill compensatory allowances as per the revised rates either on promotion or otherwise.

Accepted.



Recommendations of the  
Pay CommissionDecisions  
of Government

23. The present practice of paying bad climate allowance to Central Government employees at those places where the State Governments allow a similar allowance to their own employees should continue. Bad climate allowance at all places classified as bad climate areas should be granted to Central Government employees getting pay up to Rs. 900 p.m. as per rates applicable for compensatory (city) allowance in B-1 class cities.
- (Vide Chapter 56, paragraph 61).
- Accepted provided that where the application of revised rates results in a loss to an existing employee, the existing amount of allowance drawn by him would be protected by treating the difference between the allowance admissible at present and the allowance admissible at the revised rates as a personal allowance. The protection will continue till the employee while working in the same area becomes entitled to a higher amount of Bad Climate Allowance as per the revised rates either on promotion or otherwise.
24. The Commission has recommended laying down of revised rates and certain conditions in respect of the grant of project or construction allowance to Central Government employees working at un-developed and out of way places in connection with the construction of major projects in paragraphs 62—65 of Chapter 56 of its Report.
- Accepted in principle.
25. Special pay need not be granted throughout service to compensate for the liability of transfer anywhere in India. In the case of Class III & IV employees of Defence Accounts Department who are in receipt of an All-India transfer liability allowance the existing rate of 10 per cent should be reduced to 7½ per cent in the revised pay scales till such time as the orders of October, 1970 continue to remain in force.
- (Vide Chapter 56, paragraphs 71 and 75).
- Accepted provided that with effect from the date on which orders of October, 1970 in respect of employees of the Defence Accounts Department cease to be in force, the quantum of this allowance being drawn by those employees immediately prior thereto shall, subject to the conditions laid down in this regard being fulfilled, be protected by way of grant of personal allowance to them so long as they continue to be posted within the jurisdiction of the same Controller.
26. (a) Except in the case of the unskilled categories, for whom the grant of special pay has been recommended, it is not necessary to grant a risk/hazard allowance to most of the other categories of staff.
- Accepted in principle.
- (b) As however certain categories are in receipt of certain allowances of the nature of risk allowance, Government should appoint a Committee to examine the feasibility of rationalising the grant of such allowances.
- Accepted in principle.

Recommendations of the  
Pay CommissionDecisions  
of Government

- (c) Preventive steps should be taken, like provision of protective clothing and appliances and special medical examination of staff exposed to health hazards to detect incipient illness or disease. Accepted in principle.
- (d) In view of the improvements recommended in the extraordinary pension rules, a comprehensive review of the provisions of Workmen's Compensation Act should be undertaken with regard to possible changes in the rate of compensation, the list of specified hazardous occupations and the coverage of the Act. Accepted in principle.
- (Vide Chapter 56, paragraphs 80 and 81)
27. (a) No change is necessary in the existing general provisions in regard to either free transport facility or grant of subsidy on expenditure on transport where the place of work is at a distance of over 8 Kms. from the residence as an employee should usually be expected to travel between the place of residence and work at his own expense and in those cities where the CCA is admissible, a part of it is granted in view of the extra cost on transport in such places. Accepted.
- (b) However, in cases where genuine hardship would be caused specially to the low paid employees when their place of duty is situated at a considerable distance from built up residential areas where they perforce have to reside or where employees have to come on or off duty at odd hours of the night or travel long distance from rest houses in between two spells of duty, some assistance is called for in the shape of free transport, a subsidy or conveyance allowance. The exact nature and scale of assistance will depend on local conditions and may be decided by the Government. Accepted in principle.

(Vide Chapter 56, paragraphs 90 and 91).

Recommendations of the  
Pay CommissionDecisions  
of Government**Travelling Allowance:**

28. The Commission has made recommendations in respect of certain rates and/or conditions relating to the following matters in respect of travelling allowance contained in Chapter 57 of the Report:—

Accepted.

- (a) Gradation of Central Government employees.
- (b) Mileage Allowance.
- (c) Conveyance Allowance.
- (d) Daily Allowance where employees have to stay in hotels etc. providing board and/or lodging at scheduled tariffs.
- (e) Definition of family for purposes of grant of travelling allowance on transfer.
- (f) Transfer Grant.
- (g) Transfer Incidentals.
- (h) Baggage Allowance.
- (i) Transfer Travelling allowance on retirement/death.
- (j) Journey fare of children studying at a place other than the place of posting.

**Leave Travel Concession:**

29. (a) The existing provision as regards journeys to home-towns once in a block of two years should continue with the modification that once in a block of four years, every Government employee should be allowed to avail of the LTC for journey to any place in India subject to other prescribed conditions laid down in the existing scheme. In allowing the concession of journey to a place other than home town, the benefit should be extended to those employees also whose home towns are situated within 400 kilometres, or in the case of Class IV employees, within 160 kilometres.

Accepted.

- (b) The definition of family for purposes of the grant of leave travel concession, should be the same as recommended by the Commission for purposes of travelling allowance for journeys on transfer.

Accepted.

Recommendations of the  
Pay Commission

Decisions  
of Government

- (c) The employees should be permitted to avail of the leave travel concession for journeys performed during casual leave also without specifying any minimum period of absence.

Accepted.

(Chapter 58, paras 12, 13 and 14)

**Educational facilities and Allowances:**

30. (a) The Commission has recommended certain rates and/or conditions in respect of Children's Educational Allowance and educational facilities in the matter of education of children of Central Government employees.

Accepted.

(Vide Chapter 59 of the Report)

- (b) As in the Railways, the Children's Educational Allowance should be admissible to employees in other Departments also only if a school of the requisite standard does not exist at the station where a Government servant is posted or on account of non-availability of accommodation in such a school.

Accepted provided that employees whose children are studying in the last three years of High School/Hr. Secondary stage, should be allowed to draw Children's Educational Allowance in relaxation of the condition laid down in this recommendation.

(Vide Chapter 59, paragraph 9).

**Death-cum-Retirement Benefits:**

31. (a) No change is considered necessary in the existing formula for computing pension and death-cum-retirement gratuity. However, the maximum qualifying service for earning pension and gratuity should be increased from 30 years to 33 years.

Accepted.

(Vide Chapter 60, paragraphs 41 and 44)

- (b) The rates of family pension as also the ceilings should be revised as follows:—

Accepted.

Pay of the Govt. servant	Amount of family pension
Below Rs. 400	30% of pay subject to a minimum of Rs. 60 and a maximum of Rs. 100.
Rs. 400 and above and upto Rs. 1200	15% of pay subject to a minimum of Rs. 100 and a maximum of Rs. 160.

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Recommendations of the  
Pay Commission

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Decisions  
of Government

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In case an employee dies after having rendered a minimum service of seven years, the family pension should be paid at an enhanced rate equal to 50 per cent of the last pay drawn or twice the ordinary family pension at the above rates, whichever is less, for a maximum period of seven years or the age of 65 years had he survived, whichever is earlier. In case of death after retirement the amount of family pension at the enhanced rates should not exceed the normal superannuation pension (uncommuted value) to which the Government employee would be entitled to on superannuation. Family pension in cases of death after retirement should be given only to those who were members of the family of the Government employee as declared at the time of retirement.

(Vide Chapter 60, paragraphs 55 to 58).

- (c) The existing arrangements under which the Government employees are required to contribute two months' emoluments towards the financing of the Family Pension Scheme should continue.

(Vide Chapter 60, paragraph 54).

- (d) While there should be no change in the existing conditions for grant of invalid pension, the amount of invalid pension should not be less than the amount of family pension at the ordinary rates.

(Vide Chapter 60, paragraph 60).

- (e) The Commission has recommended certain rates and conditions for the grant of terminal benefits for temporary and quasi-permanent employees in paragraphs 63 to 65 of Chapter 60.

Accepted.

Accepted.

Accepted.

### Extraordinary Pension

32. The Commission has recommended that the existing provisions of the Central Civil Service (Extraordinary Pension) Rules should be simplified and rationalised on the basis of recommendations made in paragraphs 71 to 76 of Chapter 60.

Accepted in principle.

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Recommendations of the Pay  
CommissionDecisions  
of Government**Date of Superannuation**

33. Retirement of Government servants should take effect from the afternoon of the last date of the month in which they attain the age of superannuation instead of the afternoon of the actual date of their superannuation.

(Vide Chapter 60, paragraph 15).

Accepted.

**Benefits to Scientific/technical employees on absorption in autonomous organisations**

34. The benefit of pro-rata pension and gratuity at present admissible to scientific employees on absorption in autonomous organisations like C.S.I.R., I.C.A.R., Central Universities, etc, should be extended to the various categories of technical personnel also on similar absorption in these organisations.

(Vide Chapter 60, paragraph 25).

Accepted.

**Relief to Pensioners in future**

35. Central Government employees who retired on or after 1st March, 1973, should, irrespective of the amount of pension drawn by them, be given a relief at the rate of 5 per cent. of their pension subject to a minimum of Rs. 5 and a maximum of Rs. 25 p.m. on the 12 monthly average of the All India Working Class Consumer Price Index (1960=100) rising by 16 points. The relief for the first time at these rates should be paid when the 12-monthly average of this index reaches 216.

(Vide Chapter 60, paragraph 92).

Accepted provided that the decision shall apply also to the employees who retired on or after 1st January, 1973.

**Hours of work**

36. (a) In general the gross working hours prescribed in the industrial establishments under the Government should be 48 hours in a week and 8 hours in a day but within this period of 8 hours the workers should be allowed a break for half an hour to take their meals thus yielding a net of 45 hours per week. As regards the industrial establishments where the net weekly hours of work are less than 45, the position should be reviewed.

(a) and (b). There shall be no change in the existing hours of work either in the administrative offices or in the industrial establishments of the Government.

Recommendations of the  
Pay CommissionDecisions  
of Government

- (b) The hours of work prescribed for the administrative offices should be 7 effective hours a day, exclusive of lunch break.  
(Vide Chapter 61, paragraphs 13 and 15).

**Holidays:**

37. (a) No section of employees should be allowed more than 16 holidays in a year.  
(Chapter 61, paragraph 28) Accepted.
- (b) The practice of declaring one of the restricted holidays as a public holiday whenever any of the approved 16 closed holidays falls on a Sunday or a Second Saturday, should be discarded as soon as possible.  
(Vide Chapter 61, paragraph 29). Accepted.
- (c) No change need be made in the system of restricted holidays except that an attempt should be made to control the number of festivals declared as restricted holidays.  
(Vide Chapter 61, paragraph 30). Accepted.
- (d) No change in regard to the number of public holidays need be made in respect of those employees who are entitled only to 3 National holidays or 9 effective holidays.  
(Vide Chapter 61, paragraph 31). Accepted.

**Casual Leave:**

38. The existing quantum of casual leave is quite adequate. All operating and maintenance staffs who are entitled to less number of public holidays in a year than the number allowed to the office staff in administrative offices should be allowed 15 days casual leave. No class of employees should be allowed more than 15 days' casual leave in a calendar year. In case a higher amount of casual leave has been allowed in certain cases due to remoteness of the region, one or two days' journey time should be allowed whenever a person proceeds on casual leave rather than allowing an enhanced quantum of leave every year as a regular provision.  
(Chapter 61, paragraph 35 and 36). Accepted.

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Recommendations of the  
Pay Commission

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Decisions  
of Government

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**Overtime Allowance:**

39. The system of overtime allowance should be withdrawn in respect of categories and establishments to which the practice was extended subsequent to the Report of the Second Pay Commission. It may continue in other cases. Where some expenditure on overtime allowance is now being incurred due to the shortage of staff, such shortage should be made up expeditiously. Where overtime working as a regular measure is unavoidable as happens in certain operative offices, the compensation should be in the form of off-days rather than through a cash benefit. For the categories which would become ineligible for overtime payment as a result of the recommendation, a system of compensatory offs and payment of honoraria should be introduced. Where the system of overtime work continues, the period of overtime should be calculated on a weekly basis and should be admissible only if the work put in during a working week of six days exceeds 48 hours (inclusive of meal breaks).

(Vide Chapter 61, paragraph 48).

The system of grant of overtime allowance in non-industrial establishments shall continue, but the conditions under which this allowance may be granted shall be tightened.

In industrial establishments, the existing systems for the grant of overtime allowance shall continue till Government takes a final decision on the recommendations in regard to such establishments.

**Leave Entitlements**

40. (a) In the case of non-industrial staffs, no change need be made in the rate of earning leave, the limit on accumulation of earned leave and the limit on the period of leave that can be availed at any one time. The existing differentiation between permanent and temporary employees in regard to earning leave in the first year of service should be abolished.

Accepted.

(b) At present employees proceeding on earned leave from a post the maximum of which does not exceed Rs. 300 are entitled to draw leave salary equal to the last pay drawn. This limit of Rs. 300 should be raised to Rs. 600.

Accepted.

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Recommendations of the Pay Commission	Decisions of Government
(c) The present limit of 240 days on commuted leave during the entire service should be removed. Half pay leave upto a maximum of 180 days of such leave should be allowed to be commuted during entire service where such leave is utilised for an approved course of study.	Accepted.
(d) In the case of Departmental leave, the Department concerned should review the position and allow as leave salary from 10% to 25% of pay. In such cases, leave salary should be paid on a monthly basis for the first three months and thereafter it should be payable when the Government servant returns to duty. Departmental leave should not be debited to half pay leave, and for purposes of calculating the amount of half pay leave due 'year' should be construed not as meaning a calendar year in which duty is performed but as 12 months of actual duty.	Accepted.
(e) In case of death in harness, the cash equivalent of the leave salary that the deceased employee would have got had he gone on earned leave on the date of death, should be given to his family subject to a maximum of leave salary for 120 days. (Vide Chapter 62, paragraphs 14, 15, 17, 19, 20, 29 and 37).	Accepted.
<b>Miscellaneous:</b>	
41. (a) Messing Allowance at present admissible for the nursing staff should be merged in their pay scales and should not be granted separately. Dearness Allowance and City Compensatory Allowance (wherever admissible) should be allowed to such staff in full at the same rates as applicable to other employees. (Vide Chapter 16, para 90).	Accepted.
(b) The rate of Uniform allowance should be increased to Rs. 150 per annum for Nurses and Rs. 200 per annum for Matrons. (Vide Chapter 16, para 104).	Accepted.

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 Recommendations of the Pay  
Commission
 

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 Decisions of Government
 

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**Date of effect in regard to Pay Scales  
and Pensionary Benefits**

42 The scales of pay recommended for various services/posts should be made applicable from 1st March, 1973.

(Chapter 67, paragraph 1).

43. (a) Recommendations on pensionary benefits should also be made applicable to those Government employees who retired on or after 1st March, 1973.

(b) In respect of these employees the emoluments for computing the pensionary benefits should include in addition to pay and, dearness pay (wherever applicable), the dearness allowance and interim reliefs drawn by them prior to 1-3-1973.

(Chapter 67, paragraph 2).

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The decisions on the recommendations listed at items 1 to 4 of the Annexure shall be made applicable with effect from 1-1-1973.

(a) & (b). The decisions on the recommendations listed at item 31 of the Annexure shall be made applicable with effect from 1st January, 1973 and the recommendation in regard to emoluments for computing pensionary benefits should also apply from that date.

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 ORDER
 

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Ordered that the Resolution be published in the Gazette of India Extraordinary.

Ordered also that a copy of the Resolution be communicated to the Ministries and Departments of the Government of India, State Governments, Union Territory Administrations and all others concerned.

UMA SHANKAR, Addl. Secy.